



Women in Legal Diversity & Inclusion Report 2017

Thomson Reuters has a global commitment to fostering an inclusive workplace where all employees are valued and have the opportunity to reach their full potential. In the words of our CEO, Jim Smith, it is only by “drawing on diverse talent” that we will succeed in a global marketplace.

As part of this commitment to diversity, Thomson Reuters Legal Australia are launching *You Can't Be What You Can't See - Transforming Women's Leadership in the Law*, a Change Makers' program with the express purpose of galvanising individuals to make commitments and take action to improve the gender balance at the top of our organisations.

To launch this program, we conducted a short survey of our customers.

Report Highlights

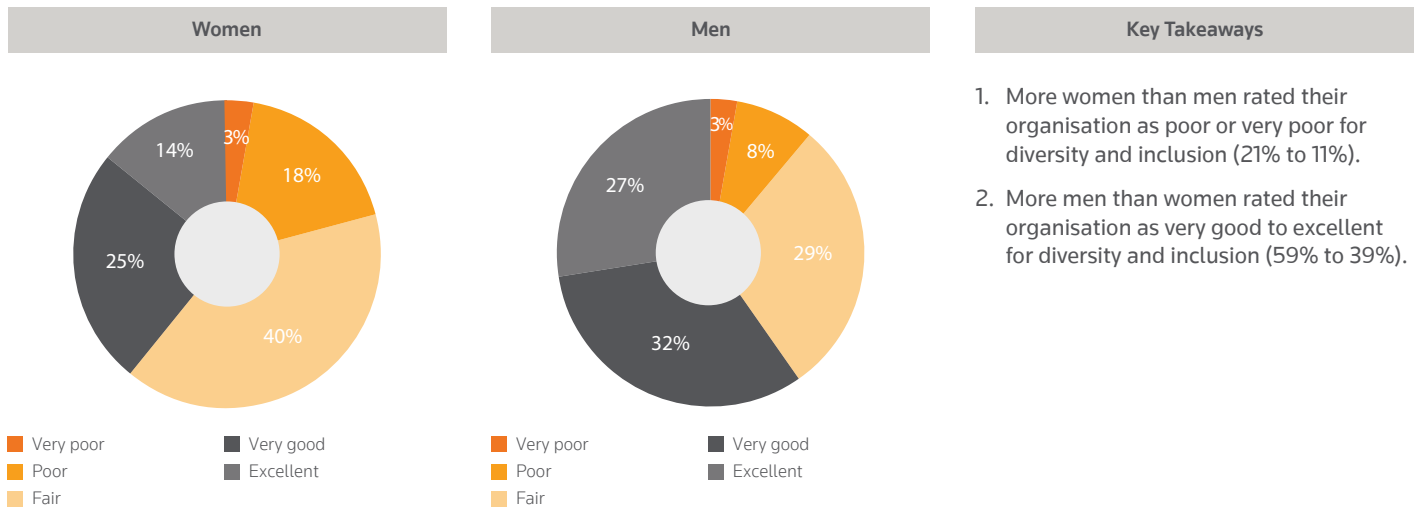
Respondents of each gender agreed on the need for internal mentoring and flexible working arrangements. However, opinions diverged on issues relating to affirmative action, such as introducing hiring quotas, and promoting female achievements. Many men emphasised the need for non-biased action and fairness rather than perceived support of one group over another.

A smaller group of respondents rejected any action to support women or diversity more broadly, suggesting equality in the workplace is a process which evolves naturally over time, or that no bias exists.

The need for flexible working arrangements for both men and women with children was strongly emphasised by the majority of respondents. However, a smaller group also suggested it is necessary for women to make a choice between a career and motherhood.

How do you rate your organisation's approach to diversity and inclusion?

View by Gender



Key Takeaways

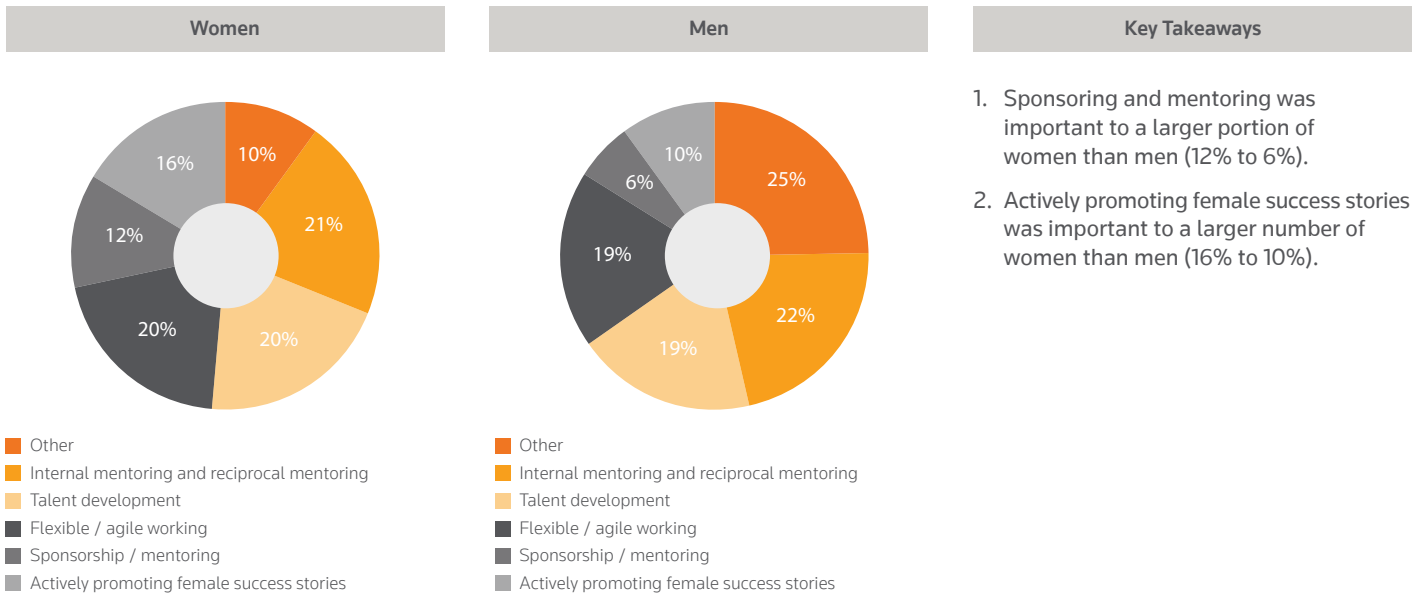
1. More women than men rated their organisation as poor or very poor for diversity and inclusion (21% to 11%).
2. More men than women rated their organisation as very good to excellent for diversity and inclusion (59% to 39%).

View by Segment

Segment	Very Poor	Poor	Fair	Very Good	Excellent
Academic Organisation	25%	0%	50%	0%	25%
Accounting	0%	0%	100%	0%	0%
Barrister	0%	15%	55%	15%	15%
Chambers	0%	20%	40%	33%	7%
Community Legal Service	50%	0%	0%	0%	50%
Corporate Organisation	0%	13%	47%	33%	7%
Government	0%	0%	0%	0%	100%
Government	0%	0%	0%	100%	0%
Judicial	0%	0%	0%	0%	100%
Large Law Firm (51+ employees)	2%	18%	40%	28%	12%
Other	25%	25%	0%	25%	25%
Small-Medium Law Firm (1-50 employees)	5%	10%	28%	29%	28%
Sole Practitioner	0%	0%	0%	100%	0%
Grand Total	4%	15%	36%	27%	18%

How could your organisation improve its representation of women in its leadership ranks?

View by Gender



Flexible Working Commentary

77% of women and 75% of men stated their organisation encouraged flexible working arrangements.

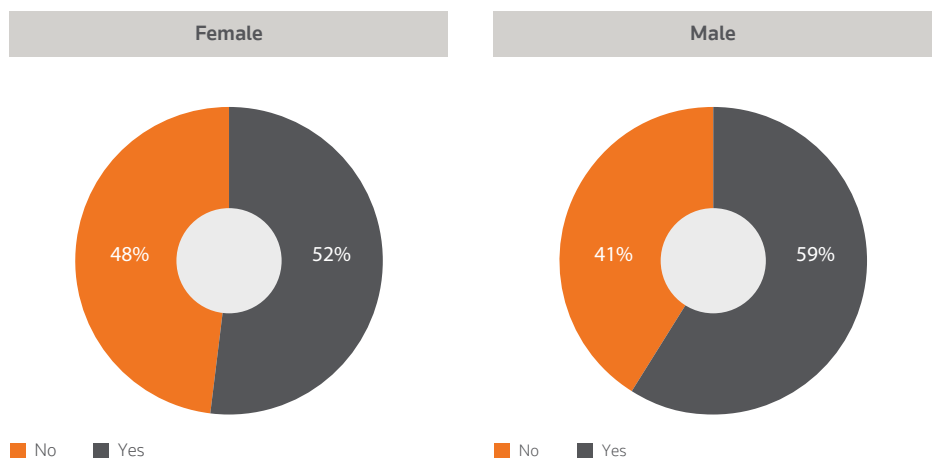
However, a portion of respondents also indicated the extent and level of commitment of leadership to flexible working varied greatly.

What initiatives, or specific support, do you feel is essential to women being promoted to positions of leaderships within organisations?

- “ Not seeing part time or flexible work as a favour.
- “ Removing the perception that part-time work is less valued than full-time work.
- “ True flexible working.

Career

Do you feel your career will be compromised by some degree if you regularly work from home or decide to have a family?



Men at Work

1. A slightly higher % of men suggest their career would be compromised by some degree if they regularly worked from home or decided to have a family (59% to 52%).
2. A portion of respondents questioned the concept of male champions entirely and if this in itself is a sexist concept.

Notable Comments:

“

Many, mainly male partners seem to be blind to gender bias and baffled that we would be treated differently by clients

“

This is a ridiculous concept that capable women need male “champions” to advance. It is patronising and simply reinforces stereotypes

Employment Policy

Does your organisation have an ‘equal opportunity’ employment policy? Do you feel this policy is either promoted or generally adhered to?

1. 31% of all respondents were not aware of an equal opportunity policy at their place of work.
2. More than half of respondents (53%) said there was a policy in place which was adhered to.
3. 12% of respondents overall said there was a policy but it was not adhered to. A higher proportion of women than men selected this option, with 14% saying the policy was not adhered to compared to 7% of men.

Discussion Points

1. How does flexible working lend itself to legal practice, and what are the challenges involved?
2. What is driving the concern of male respondents who feel that their career will be affected if they adopt flexible working arrangements or decide to have children?
3. What role do you see men having in gender diversity? Do you feel this comment is justified: “This is a ridiculous concept that capable women need male “champions” to advance. It is patronising and simply reinforces stereotypes”?
4. Is there a place for quotas in improving representation of women in senior leadership roles?



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